

FIG. 1

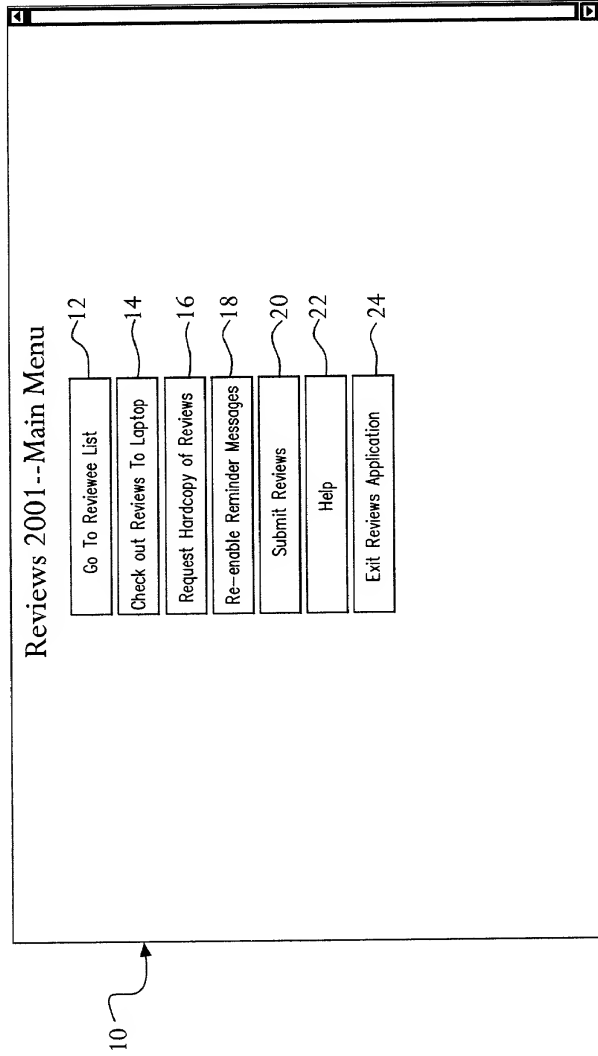


FIG. 1

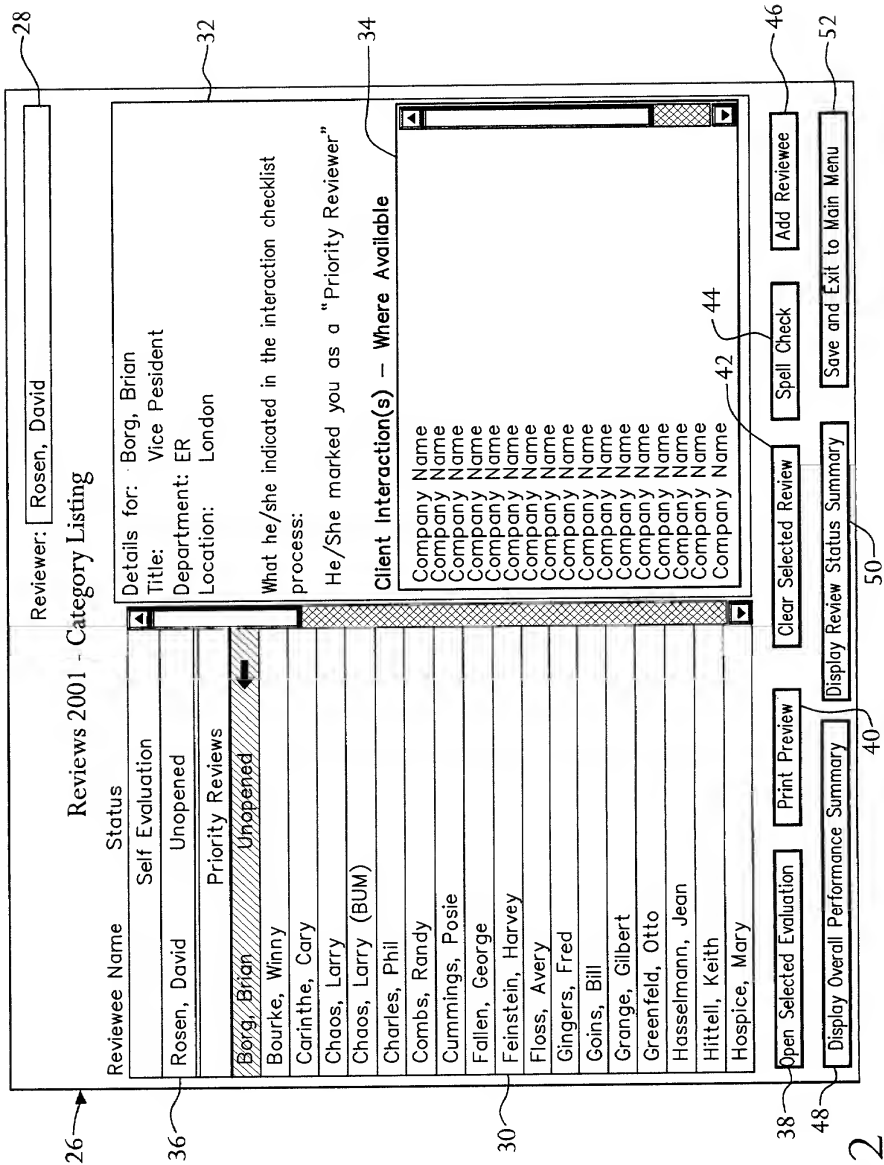


FIG. 2

56

Reviewer: [Combs, Randy]

Reviewer: [Rosen, David]

58

Reviews 2001 - Category Listing

Click on a Category Name or Rating to Continue

54

Key Interaction Information

Review Type: Downward Exposure: Moderate

When: Jan 2000-Dec 2000

SE E M PM DNM N/A

SE E M PM DNM N/A

SE E M PM DNM N/A

SE E M PM DNM N/A

I. Skills Base

A. Technical Skills

B. Communication Skills

C. Approach to Work

D. Judgment

Exceeds

Rating Not Specified

Rating Not Specified

Partially Meets

II. Internal Leadership and Contribution

A. Teamwork

B. Managerial Skills

C. Leadership Qualities

D. Recruiting, Training and Mentoring

Rating Not Specified

Rating Not Specified

Rating Not Specified

Rating Not Specified

III. Commercial Contribution and External Leadership

A. Execution Skills

B. Commercial Effectiveness/Marketing Skills

Rating Not Specified

Partially Meets

IV. Trend Since Last Review

Performance Relative to Last Performance Review

Rating Not Specified

V. Overall Performance Rating

Performance Relative to Last Performance Review

Rating Not Specified

60

Spell Check

62

Mark as "In Progress"

64

Mark as "Completed"

66

Next >>

FIG. 3

70 Reviewee: Combs, Randy

72 Reviewer: Rosen, David

Key Interaction Information - Must Be Completed

Review Type (select one)

☐ Upward ☐ Peer ☒ Downward

Extends of Exposure (select one)

☐ Extensive ☒ Moderate ☐ Limited

Indicate When You worked With Reviewee (select one)

☒ All Year ☐ Part of the year

If You Worked With Reviewee Only Part of the Year, Indicate Which Quarters (select ALL that apply)

☒ Jan 2000-Mar 2000 ☒ Apr 2000-Jun 2000 ☒ Jul 2000-Sep 2000 ☒ Oct 2000-Dec 2000

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74 Next>>

FIG. 4

76

78

80

Reviewer: Combs, Randy Reviewer: Rosen, David

1. Skills Base

A. Technical Skills

ALL BANKERS

- Possesses raw intelligence
- Demonstrates knowledge of finance, accounting and valuation practices necessary to execute assignments
- Embraces new technologies
- Utilizes available tools effectively and creatively

ALL SYSTEMS/ADMIN PROFESSIONALS

- Possesses raw intelligence
- Embraces new technologies
- Utilizes available tools effectively and creatively
- Demonstrates a thorough working knowledge of her/his functional responsibilities
- Evidences the appropriate understanding of the businesses being supported

ADDITIONAL EMPHASIS FOR VICE PRESIDENTS AND MANAGING DIRECTORS

- Demonstrates knowledge of clients' business/industry and products and applies them to solve problems

Performance Rating Relative to Expectations for Peer Group

☐ Substantially Exceeds
 ☒ Exceeds
 ☐ Meets
 ☐ Partially Meets
 ☐ Does Not Meet
 ☐ Unable to Judge

The space below is for feedback you have on this or any other category. Please include specific, actionable input and/or the types of assignment/roles/responsibilities you think would be beneficial to consider in the reviewer's development plan. The comments you enter will accumulate in this box as you enter feedback for one or more categories.

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84

90

92

86

88

<< Previous

Return to Category Listing

Hide Comments

Next >>

FIG. 5

701230 9909260

96 Reviewee: Marmaduke, Jollie Reviewer: Rosen, David 98

1. Skills Base
A. Core Skills

Performance Rating Relative to Expectations for Peer Group

	Substantially Exceeds	Exceeds	Meets	Partially Meets	Does Not Meet	Unable to Judge
■ Demonstrates the appropriate understanding of business as well as a strong understanding of services, products and relevant source material.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
■ Output or work orders are accurate, proofread, and completed by established deadline.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
■ Is organized, clear and concise in oral and written communications.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

94

Additional Comments: Please provide below any additional input which should be considered. The comments you enter will accumulate in this box as you enter feedback for one or more categories.

100

102 << Previous Return to Category Listing 106 Hide Comments Next >> 104

108

FIG. 6

Reviewer: Combs, Randy

Reviewer: Rosen, David

IV. Trend Since Last Review

Performance Relative to Last Performance Review

☐ Only to be completed if you have a very solid basis for comparison.

☐ Up
 ☐ Unchanged
 ☐ Down
 ☐ Unable to Judge

FIG. 7

Reviewee: Combs, Randy

Reviewer: Rosen, David

V. Overall Evaluation/Future Potential

Effective Aspects of Performance

Top Strengths: Detail below the 3-5 strongest, most effective aspects of the reviewee's performance.

Actionable Areas for Development: Detail below the 3-5 most important areas of development which, if not addressed, could impede the reviewee's professional growth. Provide feedback that is specific and actionable.

Additional Comments: Provide below any additional input which should be considered. Included specific comments related to any of the review sections (I/II or III) and/or the types of assignments you think would be beneficial to consider in the reviewee's development plan.

<< Previous

Return to Category Listing

Next >>

FIG. 8

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150

Reviewer: Combs, Randy

Reviewer: Rosen, David

V. Overall Evaluation/Future Potential

Overall Performance Rating

ALL REVIEWERS

This section should be completed only if you have worked with the reviewee on a broad enough basis to have a comprehensive perspective. This "Overall rating" is a summary assessment of the reviewee's performance and potential. It should represent a composite picture which is consistent with the ratings provided in the individual categories above. In particular, please bear in mind the following: judgment, citizenship, teamwork, professionalism in dealing with colleagues and clients, pride in work, ethical and work standards and credibility.

152

Performance Rating relative to Expectations for Peer Group

☐ Substantially Exceeds
 ☒ Exceeds
 ☐ Meets
 ☐ Partially Meets
 ☐ Does Not Meet
 ☐ Unable to Judge

146

Justify your "overall evaluation" rating in the space below in no more than 3 or 4 sentences. Do not duplicate comments provided elsewhere in this review. However, if your other feedback does not convey clearly and fully the rationale for the "Overall Evaluation" rating you have given the reviewee, provide that commentary below.

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<< Previous

Return to Category Listing

Next >>

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FIG. 9

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Reviewer: Rosen, David

Reviews 2001 - Overall Performance Summary

This grid displays the distribution of the "Overall Performance" ratings you have given to your reviewees. Only those reviews which are either "Completed" or "In Progress" are reflected. Reviews which remain "Unopened" are not included in this summary.

User this summary to confirm that each individual's "Overall Performance" rating is consistent with the ratings you gave her/him in the specific performance categories and that the "Overall" rating you have given your reviewees are calibrated properly --- not only relative to each other but also relative to the standards against which their peers are being measured by all reviewers.

You can return to a specific review to see your category-specific ratings by first clicking on the reviewee's name and then clicking "Open Selected Evaluation" below or double-clicking on the reviewee's name.

Substantially Exceeds	Exceeds	Meets	Partially Meets	Does Not Meet	No Rating Given or N/A
Wonders, Robert	Charles, Phil	Gingers, Fred Mormanduke, Jollie	Agnosk, Edmond Woot, Naro	Agnosk, Edmond	Agnosk, Edmond Barnes, Wally Chees, Larry Combs, Randy Cummings, Poole Fallen, George Feinstein, Harvey Floss, Avery Goins, Bill Grange, Gilbert Graham, Orlan Husseltramm, Jean

Open Selected Evaluation

Return to Reviewee List

166

FIG. 10

Reviews 2001 - Print Preview

HIGHLY CONFIDENTIAL

2001 Performance Evaluation Form

Reviewer: Combs, Randy Reviewee Dept: HC Review Title: Vice President Exposure Level: Moderate Interaction Period: Jan 2000-Dec 2000	Reviewer: Rosen, David Reviewee Dept: IBS Review Title: Vice President Review Direction: Downward
--	--

	Substantially Exceeds	Exceeds	Meets	Partially Meets	Does Not Meet	N/A
I. Skills Base						
A. Technical Skills	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Communication Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Approach to Work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Judgment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
II. Internal Leadership and Contribution						
A. Teamwork	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Managerial Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Leadership Qualities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Recruiting, Training and Mentoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
III. Commercial Contribution and External Leadership						
A. Execution Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Commercial Effectiveness/Marketing Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IV. Trend Since Last Review						
Performance Relative to Last Performance Review	Up <input type="checkbox"/>	Unchanged <input type="checkbox"/>	Down <input type="checkbox"/>	N/A <input type="checkbox"/>		

FIG. 11

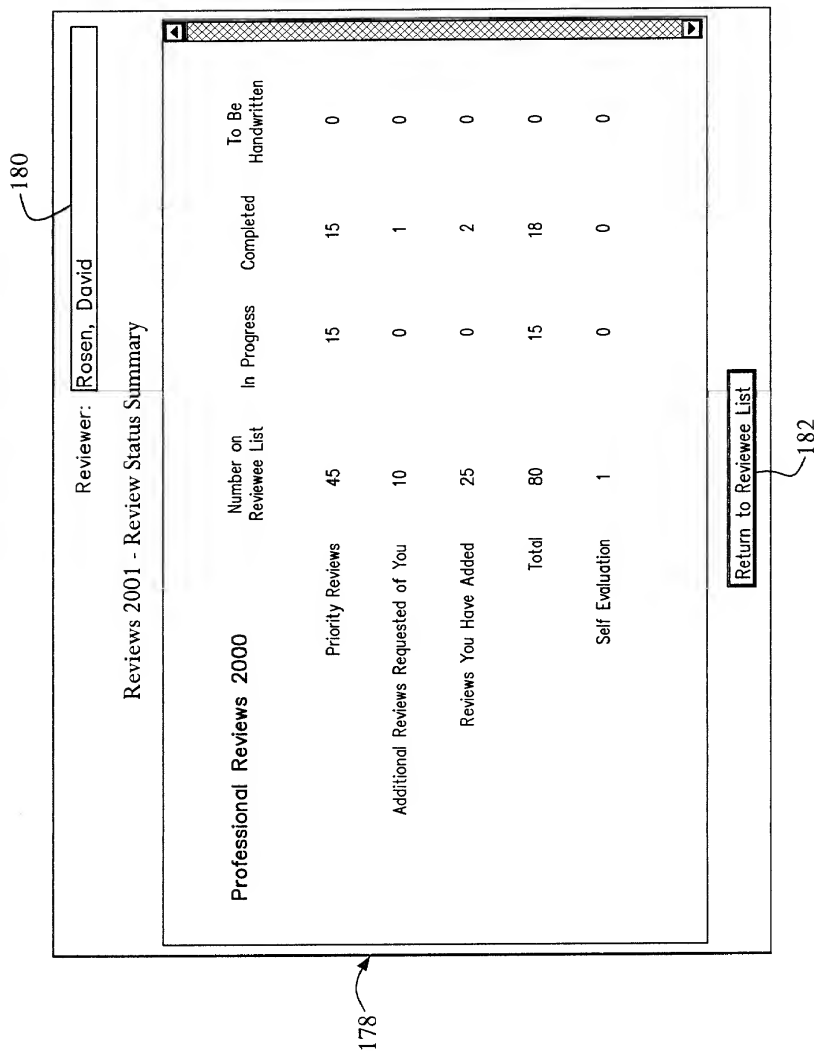


FIG. 12

Reviews 2001 - Add Reviewee

186

184

Name	Title	Dept	Location
Haas, Julie	Vice President	CF	New York
Haberman, Paul	Vice President	LEG	New York
Hadon, Simon	Managing Director	HC	New York
Hallman, Vince	Advisor	ICA	London
Hallow, Margaret	Associate	IBS	Stockholm
Halprin, Sinbad	Vice President	FIRG	New York
Hammerstein, Any	Administrator	BSS	London
Hammonds, Carl	Managing Director	IBS	New York
Hanger, Cliff	Analyst	RMG	London
Hans, Dan	Analyst	CF	New York
Hanson, Mary	Associate	AG	Tokyo
Happ, Sal	Associate	MA	New York
Harequin, Nicholas	Managing Director	AG	Tokyo
Harm, Randi	Analyst	CF	Sydney
Harman, Pete	Vice President	CMT	London
Harmon, Robert	Managing Director	CF	New York
Harper, Eileen	Librarian	LIB	New York
Harrison, Jim	Vice President	FIG	New York
Harvey, Bill	Managing Director	CME	New York
Hassan, Herbert	Analyst	PIA	Hong Kong

188 Add Reviewee

190 Cancel

FIG. 13

Interaction Checklist

Checklist for:
Shoetfield, Derek
Vice President - SYS

Predefined Interactions
Summary of Interactions

Name/Title	Dept	Office	Client	Product
Abby, Williams Associate	SYS	New York	Company	General Administration
Aluri, Sam Associate	SYS	Frankfurt	Company	General Administration
Alps, Andrew Managing Director	IBDMG	New York	Company	General Administration
Anderson, Donald Associates	SYS	New York	Company	General Administration
Ashton, Michael Vice President				General

Section I
Reviews Written of You
Priority Review: 0
Review Requests: 0

Section II
Reviews Written by You
Committed to Write: 0

Interactions per page: 199

Interactions 1 to 199 of 199

Apply

Add Interactions

Help

Clear Interactions

Print Interactions

Remove Added Interaction

Exit Checklist

Show Added Interactions

Submit Checklist

FIG. 14

16/18

Enter Search Criteria:
Surname:

232

Shoenfeld

Region:

236

Americas

Divisions:

240

IB

Title:

234

Vice President

Location:

238

New York

Department:

242

SFS- Systems

246

Search Roster

244

Clear Search Criteria

Matches: 1 person matched search criteria

230

Name/Title	Location/Building	Div/Dept
Shoenfeld, Derek Vice President	New York One Liberty Plaza	IB SFS

248

Interactions to Add:

250

Name	Title	Dept
------	-------	------

252

262

254

256

258

Remove All

260

OK

Cancel

FIG. 16

Surname:

Smith

Client:

Title:

Analyst

Division:

IB

First Name:

John

Product:

Office:

New York

Department:

CF - Corporate Finance

266

270

274

278

268

272

276

280

264

282

284

286

Non-Roster Employee Information

EXPLANATION: Please describe succinctly the nature of your interaction with this person and the significance of his/her input in your performance feedback, including a very brief description of the role/function he or she plays in his/her division.

worked with John for 6 months...

OK Cancel

FIG. 17

Reviews Checklist

Checklist for:

Shera, Art
Vice President SYS

Submit

Add

Clear

Remove

Print

E-Mail

Help

Reviews Written of You: 12
Priority Review: 28
Review Requests: 28

Reviews Written by You: 49
Committed to Write: 49

Preloaded/Added Interactions	Interactions Summary	Instructions	Reviews Written of You	Reviews Written by You
Name/Dept/Office	Client	Product	Priority Review <input checked="" type="radio"/> Review Requested <input type="radio"/> Review Not Needed	Review I Commit to Write <input type="radio"/> My Review Not Needed
Abreu, Robert Associate SYS New York	Company	General Administration	<input checked="" type="radio"/> Priority Review <input type="radio"/> Review Requested <input type="radio"/> Review Not Needed	<input type="radio"/> Review I Commit to Write <input checked="" type="radio"/> My Review Not Needed
Alkawi, Salah Associate SYS Frankfurt	Company	General Administration	<input checked="" type="radio"/> Priority Review <input type="radio"/> Review Requested <input type="radio"/> Review Not Needed	<input type="radio"/> Review I Commit to Write <input checked="" type="radio"/> My Review Not Needed
Alper, Andy Managing Director IBDMG New York	Company	General Administration	<input checked="" type="radio"/> Priority Review <input type="radio"/> Review Requested <input type="radio"/> Review Not Needed	<input type="radio"/> Review I Commit to Write <input checked="" type="radio"/> My Review Not Needed
Andersen, Daniel Associate SYS New York	Company	General Administration	<input checked="" type="radio"/> Priority Review <input type="radio"/> Review Requested <input type="radio"/> Review Not Needed	<input type="radio"/> Review I Commit to Write <input checked="" type="radio"/> My Review Not Needed
Antoniou, Yannis Associate SYS New York	Company	General Administration	<input checked="" type="radio"/> Priority Review <input type="radio"/> Review Requested <input type="radio"/> Review Not Needed	<input type="radio"/> Review I Commit to Write <input checked="" type="radio"/> My Review Not Needed

Page 1 of 9

Interactions per page
(0=all): 25 Update

288

FIG. 18